Approved Code No. 489 Registry No. 1108—1—03

NATIONAL RECOVERY ADMINISTRATION

CODE OF FAIR COMPETITION

FOR THE

SAFETY RAZOR AND SAFETY RAZOR BLADE MANUFACTURING INDUSTRY

AS APPROVED ON JULY 21, 1934

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Approved Code No. 489

CODE OF FAIR COMPETITION

FOR THE

SAFETY RAZOR AND SAFETY RAZOR BLADE MANUFACTURING INDUSTRY

As Approved on July 21, 1934

ORDER

APPROVING CODE OF FAIR COMPETITION FOR THE SAFETY RAZOR AND SAFETY RAZOR BLADE MANUFACTURING INDUSTRY

An application having been duly made pursuant to and in full compliance with the provisions of Title I of the National Industrial Recovery Act, approved June 16, 1933, for approval of a Code of Fair Competition for the Safety Razor and Safety Razor Blade Manufacturing Industry, and hearing having been duly held thereon and the annexed report on said Code, containing findings with respect thereto, having been made and directed to the President:

NOW, THEREFORE, on behalf of the President of the United States, I Hugh S. Johnson, Administrator for Industrial Recovery, pursuant to authority vested in me by Executive Orders of the President, including Executive Order No. 6543–A, dated December 30, 1933, and otherwise; do hereby incorporate by reference said annexed report and do find that said Code complies in all respects with the pertinent provisions and will promote the policy and purposes of said Title of said Act; and do hereby order that said Code of Fair Competition be and it is hereby approved; provided that the continued participation of the National Association of Safety Razor and Blade Manufacturers, Inc. in the Code Authority after thirty (30) days from the effective date of this Code shall be contingent upon its amending its Constitution and By-Laws to the satisfaction of the Administrator; provided further, that the provisions of Section 5, and Section 16 of Article VIII, be and they are hereby stayed until such time as the Administrator may, by further order, otherwise direct.

HUGH S. JOHNSON,
Administrator for Industrial Recovery.

Approval recommended:

BARTON W. MURRAY,
Division Administrator.

WASHINGTON, D.C.,
July 21, 1934.

75356°——829-121——34

REPORT TO THE PRESIDENT

The President,
The White House.

Sir: This is a report on the Code of Fair Competition for the Safety Razor and Safety Razor Blade Manufacturing Industry, the hearing having been conducted thereon in Washington, D. C., April 2, 1934, in accordance with the provisions of the National Industrial Recovery Act.

RÉSUMÉ OF CODE AS TO WAGES AND HOURS

The Code provides that eight (8) hours shall constitute the normal number of working hours per day and forty (40) hours the normal number of working hours per week, except that employees may work not exceeding forty-eight (48) hours for six (6) weeks in any twenty-six (26) weeks period. These provisions are applicable to all employees except outside salesmen, watchmen who shall be employed not more than fifty-six (56) hours per week, employees engaged in executive, managerial or supervisory capacity who receive thirty-five dollars ($35.00) per week, or more, and employees on emergency maintenance or emergency repair work involving breakdown or protection of life and property.

The rates of pay provided for production labor are forty (40) cents per hour for males and thirty-five (35) cents per hour for females. For a period of not more than sixty (60) days beginners may be paid not less than eighty (80) per cent of the minimum wage provided that the total number of beginners shall not exceed five (5) per cent of the total number of factory workers employed by any such employer in any calendar month. Persons whose earning capacity is limited because of age, physical or mental handicap or other infirmities may be employed on light work at a wage below the minimum, if the employer obtains from the State Authority designated by the United States Department of Labor a certificate authorizing such employment at such wages and for such hours as shall be stated in the certificate. Each employer shall file monthly with the Code Authority a list of all such persons employed by him showing the wages paid to and the maximum hours of work for such employees. Time and one-half will be paid production labor for hours worked in excess of eight (8) hours per day and forty (40) hours per week.

Employees engaged in office or clerical work shall be paid not less than fifteen dollars ($15.00) per week provided however, that office boys and girls may be paid not less than eighty (80) per cent of the said minimum wage, but the number of such office boys and girls employed at any time shall not exceed five (5) per cent of the total

number of office and clerical employees, and provided further, that any employer may employ at least one office boy or girl.

Equitable adjustments shall be made of all wage rates above said minimum.

Child labor is prohibited and no persons under eighteen (18) years of age shall be employed in a hazardous occupation.

GENERAL STATEMENT

The Safety Razor and Safety Razor Blade Manufacturing Industry is one of the few which have enjoyed an increase in unit sales during the past four years, but because of drastic price revisions this condition is not reflected in dollar volume.

The Industry is unique in that the safety razor or safety razor blade holder is a by-product of the safety razor blade. The holder is a non-profit item of the Industry and it is a general practice within the Industry to give these holders away as premiums or sell them below cost in order to stimulate the use of safety razors and safety razor blades.

The growth of this Industry has been exceedingly great. From an insignificant beginning in 1904 the Industry has grown so that in 1931 fifty-three (53) cents of every dollar spent for cutlery went for the purchase of safety razors and safety razor blades, and of that fifty-three (53) cents, forty-six (46) cents or eighty-six (86) per cent went for the purchase of saftey razor blades alone.

The investment in the Industry is approximately $62,500,000, and the number of wage earners in normal times is about five thousand (5,000), with an estimated annual pay roll of $5,150,000.

In 1929 the number of blades produced was approximately 690,-226,115, and in 1933 approximately 889,074,075, an increase in unit production of twenty-three (23) per cent. In 1929 the dollar sales volume was approximately $36,139,322 while in 1933 approximately $19,856,020, or a decrease of forty six (46) per cent.

I believe that the Code is fair to the Industry, to labor and to the public and is in accordance with the intent and purpose of the National Industrial Recovery Act.

FINDINGS

The Deputy Administrator in his final report to me on said Code having found as herein set forth and on the basis of all proceedings in this matter:

I find that:

(a) Said Code is well designed to promote the policies and purposes of Title I of the National Industrial Recovery Act, including removal of obstructions to the free flow of interstate and foreign commerce which tend to diminish the amount thereof and will provide for the general welfare by promoting the organization of industry for the purpose of cooperative action among the trade groups, by inducing and maintaining united action of labor and management under adequate governmental sanctions and supervision, by eliminating unfair competitive practices, by promoting the fullest possible utilization of the present productive capacity of industries,

by avoiding undue restriction of production (except as may be temporarily required), by increasing the consumption of industrial and agricultural products through increasing purchasing power, by reducing and relieving unemployment, by improving standards of labor, and by otherwise rehabilitating industry.

(b) Said Industry normally employs not more than 50,000 employees; and is not classified by me as a major industry.

(c) The Code as approved complies in all respects with the pertinent provisions of said Title of said Act, including without limitation Subsection (a) of Section 3, Subsection (a) of Section 7, and Subsection (b) of Section 10 thereof; and that the applicant group is an industrial association truly representative of the aforesaid Industry; and that said association imposes no inequitable restrictions on admission to membership therein.

(d) The Code is not designed to and will not permit monopolies or monopolistic practices.

(e) The Code is not designed to and will not eliminate or oppress small enterprises and will not operate to discriminate against them.

(f) Those engaged in other steps of the economic process have not been deprived of the right to be heard prior to approval of said Code.

For these reasons, therefore, I have approved this Code.

Respectfully,

HUGH S. JOHNSON,
Administrator.

JULY 21, 1934.

CODE OF FAIR COMPETITION FOR THE SAFETY RAZOR AND SAFETY RAZOR BLADE MANUFACTURING INDUSTRY

Article I—Purposes

To effectuate the policies of Title I of the National Industrial Recovery Act, the following provisions are established as a Code of Fair Competition for the Safety Razor and Safety Razor Blade Manufacturing Industry and shall be the standards of fair competition for such industry and shall be binding upon every member thereof.

Article II—Definitions

Section 1. The term "safety razor and safety razor blade manufacturing industry", hereinafter referred to as the "industry", means the manufacture of safety razor blade holders and/or safety razor blades for sale.

Section 2. The term "employee", as used herein, includes any and all persons engaged in the industry, however compensated, except a member of the industry.

Section 3. The term "employer", as used herein, includes anyone by whom such employee is compensated or employed.

Section 4. The term "member of the industry", as used herein, includes but without limitation any individual, partnership, association, corporation or other form of enterprise engaged in the industry either as an employer or on his or its own behalf.

Section 5. The terms "President", "Act", and "Administrator", as used herein, shall mean respectively the President of the United States, Title I of the National Industrial Recovery Act, and the Administrator for Industrial Recovery.

Section 6. The term "Code Committee", as used herein, shall mean the committee duly elected by the association to formulate and present a Code of Fair Competition on behalf of the Industry.

Section 7. The term "Code Authority", as used herein, shall mean the Administrative body of this code as set forth in Article VI.

Section 8. The term "Association", as used herein, is defined to mean the National Association of Safety Razor and Blade Manufacturers, Inc., or its successor.

Article III—Hours

Section 1. No employee shall be permitted to work in excess of forty (40) hours in any one week or eight (8) hours in any twenty-four (24) hour period, nor more than six (6) days in any seven (7) day period, except as herein otherwise expressly provided.

Section 2. The maximum hours fixed in Section 1 shall not apply to employees engaged in an executive, managerial, or supervisory capacity, who receive thirty-five ($35.00) dollars per week or more, and outside salesmen.

Section 3. The maximum hours fixed in Section 1 shall not apply to employees on emergency maintenance or emergency repair work involving breakdowns or protection of life or property, but in any such special case at least one and one-half (1½) times their regular rate shall be paid for hours worked in excess of eight (8) hours in any twenty-four (24) hour period or forty (40) hours in any one week.

Section 4. The maximum hours fixed in Section 1 shall not apply to employees for six (6) weeks in any twenty-six (26) weeks period during which time overtime shall not exceed eight (8) hours in any one week; provided that at least one and one-half (1½) times the regular rate shall be paid for hours worked in excess of eight (8) hours in any twenty-four (24) hour period or forty (40) hours in any seven day period.

Section 5. No employer shall permit any employee to work for any time which when totaled with that already performed for another employer, or employers, exceeds the maximum permitted herein.

Section 6. Watchmen shall be permitted to work not in excess of fifty-six (56) hours per week, provided, that they shall be given one day of rest in every fourteen (14) day period.

Section 7. Employers who personally perform manual work or who are engaged in mechanical operations in connection with the manufacture of products of the Industry shall not exceed the prescribed maximum hours.

Article IV—Wages

Section 1. No male employee shall be paid less than at the rate of forty (40) cents per hour, and no female employee shall be paid less than at the rate of thirty-five (35) cents per hour, except as herein otherwise expressly provided.

Section 2. For a period of not more than sixty days after the commencement of employment in the Industry, beginners without experience shall be paid not less than 80% of the minimum wages, provided that the total number of such beginners shall not exceed 5% of the total number of factory workers employed by any such employer in any calendar month.

Section 3. No employee engaged in office or clerical work shall be paid less than at the rate of fifteen ($15.00) dollars per week; provided, however, that office boys and girls may be paid not less than eighty (80%) percent of such minimum wage, but the number of such office boys and girls employed at any time shall not exceed five (5%) percent of the total number of office and clerical employees; and provided, further, that any employer may employ at least one (1) office boy or girl.

Section 4. A person whose earning capacity is limited because of age, physical or mental handicap, or other infirmity, may be employed on light work at a wage below the minimum established by this Code if the employer obtains from the State authority designated by the United States Department of Labor a certificate authorizing such person's employment at such wages and for such hours as shall be stated in the certificate. Such authority shall be guided by instructions of the United States Department of Labor in issuing certificates to such persons. Each employer shall file monthly with

the Code Authority a list of all such persons employed by him, showing the wages paid to, and the maximum hours of work for such employee.

SECTION 5. Equitable adjustment of compensation of all employees receiving more than the minimum rates of pay shall be made by all employers who have not heretofore made such adjustments, and all employers shall within thirty days after approval of this Code, report in full to the Code Authority concerning such adjustments whether made prior to or subsequent to such approval, provided, however, that in no event shall hourly rates of pay be reduced, irrespective of whether compensation is actually paid on an hourly, weekly, or other basis, nor shall any wages be at less than the minimum rates herein provided.

SECTION 6. This article establishes a minimum rate of pay which shall apply, irrespective of whether an employee is actually compensated on a time rate, piece-work, or other basis.

SECTION 7. Female employees performing substantially the same work as male employees shall receive the same rate of pay as male employees, and where they displace men they shall receive the same rate of earnings as the men they displace. The Code Authority shall within ninety (90) days after the effective date of this Code file with the Administrator a description of all occupations in the Industry in which both men and women are employed.

SECTION 8. This article establishes rates of pay which shall be exempt from any charge, fine and/or deduction by the employer, except such charges or deductions required by State Law.

SECTION 9. The employer shall make payments of all wages due in lawful currency or by negotiable check therefor, payable on demand. These wages shall be exempt from any payments for pensions, insurance or sick benefits other than those voluntarily paid by the wage earners, or required by State Laws. Wages shall be paid at least by the end of every two week period, and salaries shall be paid at least at the end of every month. No employer shall withhold wages. The employer or his agents shall accept no rebates directly or indirectly on such wages, nor give anything of value or extend favors to any person for the purpose of influencing rates of wages or the working conditions of his employees.

ARTICLE V—GENERAL LABOR PROVISIONS

SECTION 1. (a) Employees shall have the right to organize and bargain collectively through representatives of their own choosing, and shall be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives or in self organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.

(b) No employee and no one seeking employment shall be required as a condition of employment to join any company union or to refrain from joining, organizing, or assisting a labor organization of his own choosing.

(c) Employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment, approved or prescribed by the President.

SECTION 2. No persons under sixteen (16) years of age shall be employed in the Industry. No persons under eighteen (18) years of age shall be employed at operations or occupations which are hazardous in nature or dangerous to health. The Code Authority shall submit to the Administrator for approval before September 1, 1934, a list of such operations or occupations. In any State an employer shall be deemed to have complied with this provision as to age if he shall have on file a valid certificate or permit duly signed by the Authority in such State empowered to issue employment or age certificates or permits, showing that the employee is of the required age.

SECTION 3. No provision in this Code shall supersede any State or Federal Law which imposes on employers more stringent requirements as to the age of employees, wages, hours of work, or as to the safety, health, sanitary or general working conditions or insurance or fire protection, than are imposed by this Code.

SECTION 4. Employers shall not re-classify employees, or duties, of occupations performed, or engage in any other subterfuge so as to defeat the purposes of the Act or of this Code.

SECTION 5. Within ten (10) days after the effective date of this Code, each employer shall post, and keep posted, in conspicuous places accessible to employees full copies of this Code and any amendments or modifications which may later be approved in accordance with Executive Orders and/or regulations thereof. Every member of the Industry shall comply with all rules and regulations relative to the posting of provisions of Codes of Fair Competition which may from time to time be prescribed by the Administrator.

SECTION 6. Every employer shall make provision for the safety and health of his employees at the place and during the hours of their employment. Standards for safety and health shall be submitted by the Code Authority to the Administrator within three (3) months after the effective date of the Code.

SECTION 7. No employee shall be dismissed by reason of making a complaint or giving evidence with respect to an alleged violation of this Code.

ARTICLE VI—ORGANIZATION AND ADMINISTRATION [1]

SECTION 1. During the period not to exceed sixty (60) days following the effective date of this Code, the Code Committee of the Industry shall constitute a temporary Code Authority until the Code Authority is elected. There shall be constituted within the sixty-day period a Code Authority consisting of nine members to be elected by the members of the Industry, at a meeting called by the temporary Code Authority, upon ten days' notice sent by registered mail to all members of the Industry whose names shall have been obtained after a reasonable investigation, who may vote either in person or by proxy. The members of the Code Authority shall be elected in the following manner:

(a) Seven members who shall be members of the Association by a majority vote of all members of the Industry who are members of the Association present in person or by proxy, each member to have one vote.

[1] See paragraph 2 of order approving this Code.

(b) Two members who are not members of the Association by majority vote of all members of the Industry who are non-members of the Association, present in person or by proxy, each member to have one vote.

(c) In addition thereto, the Administrator may appoint not more than three members without vote to serve on the Code Authority and together with the Administrator shall receive notice of and may sit at all meetings of the Code Authority.

SECTION 2. If the members of the Industry who are non-members of the Association fail to elect two members on the Code Authority, as provided, three such non-members shall be selected by the Association and submitted to the Administrator, who may appoint from them the two members to serve on the Code Authority.

SECTION 3. The members of the Code Authority first elected shall serve until the following annual meeting of the Association and thereafter members of the Code Authority shall be elected at a meeting of the members of the Industry to be held at the time and place of the annual meeting of the Association to serve until the following annual meeting or until the election of their successors.

SECTION 4. A vacancy in the membership of the Code Authority may be filled by a majority vote of the remaining members of the Code Authority. If a vacancy occurs in the case of an association member, the new member to be elected shall likewise be an association member, and if a vacancy occurs in the case of a non-member of the association, such vacancy shall be filled with a non-member.

SECTION 5. Each trade association directly or indirectly participating in the selection or activities of the Code Authority shall (1) impose no inequitable restrictions on membership, and (2) submit to the Administrator true copies of its Articles of Association, By-laws, Regulations and any amendments when made thereto, together with such other information as to membership, organization, and activities as the Administrator may deem necessary to effectuate the purposes of the Act.

SECTION 6. In order that the Code Authority shall, at all times, be truly representative of the Industry and in other respects comply with the provisions of the Act, the Administrator may prescribe such Hearings as he may deem proper; and thereafter, if he shall find that the Code Authority is not truly representative or does not in other respects comply with the provisions of the Act, may require removal of any or all of the members thereof and may make an appropriate modification or modifications in the method of selection of the Code Authority.

SECTION 7. (a) It being found necessary in order to support the administration of this Code and to maintain the standards of fair competition established hereunder and to effectuate the policy of the Act, the Code Authority is authorized:

(1) To incur such reasonable obligations as are necessary and proper for the foregoing purposes and to meet such obligations out of funds which may be raised as hereinafter provided and which shall be held in trust for the purposes of the Code.

(2) To submit to the Administrator for his approval, subject to such notice and opportunity to be heard as he may deem necessary (1) an itemized budget of its estimated expenses for the foregoing purposes, and (2) an equitable basis upon which the funds necessary

to support such budget shall be contributed by members of the industry.

(3) After such budget and basis of contribution have been approved by the Administrator, to determine and obtain equitable contribution as above set forth by all members of the industry, and to that end, if necessary, to institute legal proceedings therefor in its own name.

(b) Each member of the industry shall be liable for his or its equitable contribution to the expenses of the maintenance of the Code Authority, determined as hereinabove provided, and subject to rules and regulations pertaining thereto issued by the Administrator. Failure on the part of the member of the Industry to make such contribution shall be a violation of this Code. Only members of the industry complying with the Code, and contributing to the expenses of its administration as hereinabove provided, unless duly exempted from making such contribution, shall be entitled to participate in the selection of members of the Code Authority or to receive the benefits of any of its voluntary activities or to make use of any emblem or insignia of the National Recovery Administration.

(c) The Code Authority shall neither incur nor pay any obligation in excess of the amount thereof as estimated in its approved budget, except upon approval of the Administrator first obtained; and no subsequent budget shall contain any deficiency item for expenditures in excess of prior budget estimate except those which the Administrator shall have so approved.

Section 8. Nothing contained in this Code shall constitute the members of the Code Authority partners for any purpose. No member of the Code Authority shall be liable in any manner to anyone for any act of any other member, officer, agent, or employee of the Code Authority, nor shall any member of the Code Authority be liable to anyone for any act or omission to act in connection with the performance of the duties of such member except for his own wilful malfeasance or non-feasance.

Section 9. The Code Authority shall have the following further powers and duties:

(a) Subject to such rules and regulations as may be prescribed by the Administrator to administer and insure the execution of the provisions of this Code and provide for the compliance of the Industry with the provisions of the Act.

(b) To adopt such Bylaws, rules and regulations as are necessary for its procedure and for the administration of this Code.

(c) To obtain from members of the Industry such information and reports as are required for the administration of the Code. In addition to information required to be submitted to the Code Authority members of the Industry subject to this Code shall furnish such statistical information as the Administrator may deem necessary for the purposes recited in Section 3a of said Act to such Federal and State agencies as he may designate; provided that nothing in this Code shall relieve any person from any existing obligations to furnish reports to any government agency. No individual reports shall be disclosed to any other member of the Industry or any other party except to such government agencies as may be directed by the Administrator.

(d) To make recommendations to the Administrator for the coordination of the administration of this Code with such other codes, if any, as may be related to or affect the members of the Industry.

(e) To appoint a trade practice committee which shall meet with the trade practice committees appointed under such other codes as may be related to the Industry for the purpose of formulating fair trade practices to govern the relationships between production and distribution employers under this Code and under such others to the end that such fair trade practices may be proposed to the Administrator as amendments to this Code and such other codes.

SECTION 10. If the Administrator shall determine that any action of a Code Authority or any agency thereof may be unfair or unjust or contrary to the public interest, the Administrator may require that such action be suspended to afford an opportunity for investigation of the merits of such action and further consideration by such Code Authority or agency pending final action which shall not be effective unless the Administrator approves or unless he shall fail to disapprove after thirty days' notice to him of intention to proceed with such action in its original or modified form.

ARTICLE VII—ACCOUNTING AND COSTING

SECTION 1. With respect to that portion of a member's product which is within the Industry, the Code Authority shall cause to be formulated an accounting system and methods of cost finding and/or estimating capable of use by all members of the Industry. After such system and methods are formulated and approved by the Administrator, full details concerning them shall be made available to all members of the Industry, and thereafter all members shall determine and/or estimate their costs in accordance with the principles of such methods.

SECTION 2. If the Administrator, after investigation shall at any time find both (1) that an emergency has arisen within the industry adversely affecting small enterprises or wages or labor conditions, or tending toward monopoly or other acute conditions which tend to defeat the purposes of the Act; and (2) that the determination of the stated minimum price for a specified product within the industry for a limited period is necessary to mitigate the conditions constituting such emergency and to effectuate the purposes of the Act, the Code Authority may cause an impartial agency to investigate costs and to recommend to the Administrator a determination of the stated minimum price of the product affected by the emergency and thereupon the Administrator may proceed to determine such stated minimum price.

When the Administrator shall have determined such stated minimum price for a specified product for a stated period, which price shall be reasonably calculated to mitigate the conditions of such emergency and to effectuate the purposes of the National Industrial Recovery Act, he shall publish such price. Thereafter, during such stated period, no member of the industry shall sell such specified products at a net realized price below said stated minimum price and any such sale shall be deemed destructive price cutting. From time to time, the Code Authority may recommend review or reconsideration or the Administrator may cause any determinations hereunder to be reviewed or reconsidered and appropriate action taken.

Article VIII—Unfair Trade Practices

The following described acts shall constitute unfair trade practices and any member of the Industry who shall directly, indirectly or through any officer, employee, agent, or representative use or employ any such unfair trade practices, shall be guilty of a violation of this Code:

Section 1. (a) No member of the Industry shall offer to sell or exchange or sell or exchange any product of the Industry, except safety razor blade holders, in whole or in part below the cost of such product to such individual member. For this purpose, the cost of such product is to be arrived at upon the principles of a standard uniform accounting and costing system as provided for under Article VII of this Code.

(b) Provided that selling below cost to meet competition from a member of the Industry who is not selling below his own costs, on products of equivalent design, character, quality, or specifications shall not be deemed a violation of this Article.

(c) Provided further, that the selling below cost of distress merchandise or inventories which must be converted into cash to meet emergency need shall not be deemed a violation of this Article. All such sales or other dispositions of such products shall be reported by the member to the Code Authority within forty-eight (48) hours after such sale.

(d) Provided further, that the foregoing provisions of this Article VIII shall not be deemed to apply to or affect the sale of any product for direct shipment in export trade by any member of the Industry.

Section 2. No member of the Industry shall knowingly withhold from or insert in any statement or invoice, any statement that makes it inaccurate in any material particular.

Section 3. No member of the Industry shall secretly offer or make any payment or allowance of a rebate, refund, commission, credit, unearned discount or excess allowance whether in the form of money or otherwise; nor shall any member of the Industry secretly offer or extend to any customer any special service or privilege not extended to all customers of the same class under like conditions and circumstances for the purpose of influencing a sale.

Section 4. No member of the Industry shall defame a competitor by falsely imputing to him dishonorable conduct, inability to perform contracts, questionable credit standing, or by other false representations or by the false disparagement of the grade or quality of his goods.

Section 5. No member of the Industry shall imitate, or simulate the trade name, or the trade mark, or the package, or the wrapper, or the label, used or employed by another member of the Industry in connection with the sale, marketing, or distribution of the products of the Industry.[2]

Section 6. No member of the Industry shall give, permit to be given or directly offer to give anything of value for the purpose of influencing or rewarding the action of any employee, agent, or representative of another in relation to the business of the employer of such employee, the principal of such agent, or the represented party, without the knowledge of such employer, principal, or party.

[2] See paragraph 2 of order approving this Code.

This provision shall not be construed to prohibit free and general distribution of articles commonly used for advertising except so far as such articles are actually used for commercial bribery as hereinabove defined.

SECTION 7. No member of the Industry shall brand or mark or pack any goods in any manner which is intended to, or which has a tendency to, or which does deceive or mislead purchasers with respect to the brand, grade, quality, quantity, origin, size, substance, character, nature, finish, material, content or preparation of such goods.

SECTION 8. No member of the Industry shall publish advertising (whether printed, radio, display or of any other nature) which is misleading or inaccurate in any material particular, nor shall any member in any way misrepresent any goods (including, but without limitation, its use, trade mark, grade, quality, quantity, origin, size, substance, character, nature, finish, material, content or preparation) or credit terms, values, policies, services, or the nature or form of the business conducted.

SECTION 9. No member of the Industry shall obtain or endeavor to obtain from an employee of a competitor information relating to patented or secret processes and/or methods.

SECTION 10. (a) No member of the Industry shall market blades unless the blades or blade backs bear either (1) the name of the member, or (2) the name of the brand, or (3) an adequate mark identifying the source of origin.

(b) Every member of the Industry shall imprint upon packages, tucks, envelopes and blade wrappings either the name of the member of the Industry or its subsidiary distributing company or the name of the distributor and the name of the brand if the blades are marketed under a brand name. The provisions of this sub-section shall not apply to wax or other like paper intended to protect and not to advertise the blade.

(c) Every member of the Industry shall pack razor blades for sale in envelopes or other wrappings and enclosed in individual tucks and packed by the member on the member's premises, except when such blades are sold in combination with razor blade holders.

SECTION 11. No member of the Industry shall make any allowances to a customer for alleged defective merchandise, or replace the same unless such defective merchandise be first returned to the member, nor shall a member of the Industry make allowances for shortage in excess of the actual shortage.

SECTION 12. No member of the Industry shall market or distribute goods on consignment or guarantee to any distributor the sale of any of the products of the Industry.

SECTION 13. No member of the Industry shall guarantee any accounts receivable of any of his distributors.

SECTION 14. No member of the Industry shall offer or grant to a customer terms in excess of sixty days from the date of shipment, or allow a cash discount in excess of 2% 10 days, E.O.M.

SECTION 15. No member of the Industry shall purchase, barter, sell or otherwise trade in safety razor blade holders and/or blades manufactured or produced by a competing member, except that nothing in this paragraph shall prevent a member from contracting to procure the manufacture by another member or the purchase from

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another member, the whole or any part of his requirements for safety razor blade holders and/or blades for the purpose of disposing of them in the ordinary course of business under his own name or under a brand name.

SECTION 16. The members of the Industry recognize that the standards of the Industry and the distribution of the products of the Industry may be best served and promoted by the sale and other distribution of the products of the Industry only by and through recognized and customary wholesale and retail dealers and traders in the products of the Industry and other allied and associated products having an established place of business.[2]

SECTION 17. No member of the Industry shall sell blades " seconds " or resharpened used blades unless they are clearly marked as such on the packages, merchandise cards, and advertising material in connection with which they are to be sold.

ARTICLE IX—MONOPOLIES

No provision of this Code shall be so applied as to permit monopolies or monopolistic practices, or to eliminate, oppress, or discriminate against small enterprises.

ARTICLE X—PRICE INCREASES

Whereas the policy of the Act to increase real purchasing power will be made more difficult of consummation if prices of goods and services increase as rapidly as wages, it is recognized that price increases except such as may be required to meet individual costs should be delayed, and when made, such increases should, so far as possible, be limited to actual additional increases in the seller's costs.

ARTICLE XI—MODIFICATIONS

SECTION 1. This Code and all provisions thereof are expressly made subject to the right of the President, in accordance with provisions of subsection (b) of Section 10 of the Act, from time to time to cancel or modify any order, approval, license, rule or regulation issued under Title I of said Act.

SECTION 2. This Code, except as to provisions required by the Act, may be modified on the basis of experience or changes in circumstances, such modifications to be based upon application by the Code Authority to the Administrator and such Notice and Hearing as he shall specify and to become effective and be a part of this Code on approval by the President.

ARTICLE XII—EFFECTIVE DATE

This Code shall become effective at 12:01 A.M. o'clock on the tenth day after it is approved by the President.

Approved Code No. 489.
Registry No. 1108–1–03.

[2] See paragraph 2 of order approving this Code.

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